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Financing of the United Nations Operation in Burundi

Budget for the United Nations Operation in Burundi for the period from 1 July 2004 to 30 June 2005

Report of the Secretary-General**

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* A/59/150.

** The delay in the submission of the present report is due to the extensive consultations required to finalize the budgetary estimates.

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Summary

The present report contains the budget for the United Nations Operation in Burundi (ONUB) for the period from 1 July 2004 to 30 June 2005, which amounts to $333,174,000. It incorporates and supersedes the budgetary proposal for ONUB for the period from 1 July to 31 December 2004 set out in the report of the Secretary-General of 24 May 2004 (A/58/802).

The budget provides for the deployment of 200 military observers, 5,450 military contingent personnel (including 125 force headquarters staff officers), 120 civilian police, 403 international and 423 national staff (including 56 National Officers) and 172 United Nations Volunteers.

The total resource requirements for the United Nations Operation in Burundi for the financial period from 1 July 2004 to 30 June 2005 have been linked to the mission's objective through a number of results-based frameworks, grouped by components: political process, security sector reform, security environment, human rights and humanitarian assistance as well as support. The financial resources for operational items have been linked to the support component by identifying quantitative outputs for expenditure classes under operational costs.

Financial resources

(Thousands of United States dollars.)

Category	*1 July 2004 to 30 June 2005* *Total*
Military and police personnel	143 391.7
Civilian personnel	53 929.1
Operational costs	135 853.2
Gross requirements	**333 174.0**
Staff assessment income	5 859.3
Net requirements	**327 314.7**
Voluntary contributions in kind (budgeted)	—
Total requirements	**333 174.0**

Human resources

Category of personnel	*Authorized/proposed*[a]
Military observers	200
Military contingents	5 450
Civilian police	120
International staff	403
National staff[b]	423
United Nations Volunteers	172

[a] Represents highest level of authorized/proposed strength.
[b] Includes National Officers and National General Service staff.

The actions to be taken by the General Assembly are set out in section IV of the present report.

I. Mandate and planned results

1. The mandate of the United Nations Operation in Burundi (ONUB) was established by the Security Council in its resolution 1545 (2004) of 21 May 2004. The Operation is mandated to help the Security Council to achieve an overall objective, namely, to restore lasting peace and bring about national reconciliation in Burundi.

2. Within this overall objective, ONUB will, during the budget period, contribute to a number of expected accomplishments by delivering related key outputs, shown in the frameworks below. These frameworks are grouped by components derived from the mandate of the Operation contained in paragraphs 5 to 7 of Security Council resolution 1545 (2004), namely, political process, security sector reform, security environment, human rights and humanitarian assistance, and also include a support component.

3. The expected accomplishments would lead to the fulfilment of the Security Council's objective within the time frame of the Operation and the indicators of achievement provide a measurement of progress towards such accomplishments during the budget period. The financial resources for operational items have been linked to the support component by quantifying outputs for expenditure classes under operational costs. In view of the continuing deployment of the Operation, the attribution of the proposed human resources of ONUB has been presented by organizational unit rather than by frameworks components.

4. ONUB is headed by the Special Representative of the Secretary-General at the Under-Secretary-General level, assisted by a Principal Deputy Special Representative for Governance and Stabilization and a Deputy Special Representative, Resident Coordinator and Humanitarian Coordinator, both at the Assistant Secretary-General level. Military operations are headed by a Force Commander at the D-2 level.

5. The headquarters for the Operation has been established in Bujumbura. The Operation provides administrative, logistical and technical support to its substantive, military and civilian police personnel in Bujumbura and throughout the country.

Component 1: Political process

Expected accomplishment	*Indicators of achievement*
1.1 Progress towards comprehensive and all-inclusive peace in Burundi	1.1.1 Forces nationales de libération (FNL) of Agathon Rwasa join the peace process
	1.1.2 Armed parties and political movements continue to participate in the Transitional Government
	1.1.3 Agreement reached on post-transition power sharing arrangement

Outputs

- Regular advisory meetings with Transitional Government officials on cessation of hostilities in Bujumbura Rurale
- Conflict management initiatives in Bujumbura Rurale, including use of good offices, daily contact with belligerents and the local population, and proposals for reconciliation mechanisms
- Regular liaison with FNL (Rwasa) to reach cessation of hostilities and make progress towards a permanent ceasefire and the movement's inclusion in the transitional process
- Regular close contact with the diplomatic community and meetings with the relevant Special Envoys, as necessary, to facilitate and coordinate the international community's work to bring about a ceasefire with FNL
- Participation in meetings of the Regional Peace Initiative and of the Facilitation on Burundi and holding additional meetings with the parties in support of their work
- Regular meetings with the international community, including monthly meetings of the Implementation Monitoring Committee (IMC) for the Arusha Agreement, to follow up on the progress in the implementation of the Agreement
- Regular reports to IMC, including policy papers and recommendations, providing policy and strategy options for an all-inclusive peace in Burundi and advice on the implementation of the rule of law aspects of the Arusha Agreement
- Secretariat support to IMC
- Regular advocacy meetings with transitional leaders and civil society groups to promote gender issues and to sensitize them on HIV/AIDS and child protection-related issues
- Capacity-building workshops on the peace process, elections and leadership skills development
- Regular advisory assistance to transitional government ministries on the development, adoption and promulgation of legislation key to the implementation of the Arusha Agreement
- Four reports of the Secretary-General to the Security Council
- Multimedia, nationwide public information and advocacy programmes in support of the overall transitional government efforts towards peace and national reconciliation, including: one hour of television air time per week, four hours of radio time per week on local radio stations, preparation and distribution of one video programme per week, 5,000 flyers, 500 posters and one newsletter per month, and maintenance of a web site
- 120 local journalists trained in core journalistic techniques and practices
- Quick-impact projects

Expected accomplishment	*Indicators of achievement*
1.2 Free, transparent and peaceful elections in Burundi	1.2.1 National Independent Electoral Commission (CENI) and its 17 provincial bodies established
	1.2.2 Electoral law, including provision for 20 per cent female National Assembly candidates, adopted
	1.2.3 Voter registration completed
	1.2.4 Polling stations established in all 17 provinces
	1.2.5 Electoral budget adopted and supported by the Transitional Government and donors
	1.2.6 Post-transition constitution drafted

Outputs

- Regular meetings with the Transitional Government (executive and legislative branches) to follow up on the establishment of CENI
- Daily meetings with members of CENI to follow up on the elections preparation progress and to resolve any obstacles/delays
- Regular meetings with donors to coordinate provision of the necessary financing, equipment and training to CENI and provincial electoral offices
- Regular advice to and follow-up with the Transitional Government and CENI on the drafting and promulgation of electoral laws and regulations
- Technical advice to the Transitional Government and CENI on voter registration, including women's voter registration, and education campaigns
- Sensitization and training programmes for CENI staff and officials of the Transitional Government on the internationally accepted electoral practices and codes of conduct
- Technical advice to the national electoral authorities in the design, production, distribution, collection and safekeeping of electoral materials including ballot papers and tally forms
- Technical advice to CENI on the development of vote tabulation procedures and results validation mechanisms
- Multimedia, nationwide civic education, public information and sensitization programmes on the electoral process, including: one hour of television air time per week, eight hours of radio air time per week, four video programmes, 1,000 posters, 5,000 flyers per month and 20 billboards

Expected accomplishment	*Indicators of achievement*
1.3 Progress towards the extension of State administration	1.3.1 Governors appointed in all provinces
	1.3.2 Land reform legislation adopted
	1.3.3 Provincial judicial officials appointed

Outputs

- Regular meetings with local government officials to promote the implementation of the Transitional Government's decentralization decisions
- Monthly meetings with the Transitional Government to promote enactment of land reform legislation
- Regular meetings with agencies and organizations supporting returns to coordinate the resettlement of internally displaced persons and the repatriation of refugees
- Reporting criteria and mechanism established to monitor ethnic incidents for redress with the local authorities
- Regular meetings with civic leaders and community groups regarding local governance progress
- Local conflict resolution initiatives regarding property and other disputes
- Assistance to local judicial authorities in promoting legal redress of individual and collective rights violations
- Regular meetings with local authorities to promote gender issues and to sensitize them on HIV/AIDS and child protection-related issues
- Monthly coordination meetings with international donors to convey outstanding assistance needs
- Quick-impact projects

External factors

Funding to support election preparations will be provided by donors; the parties will cooperate and demonstrate the political will to advance the political process leading to elections

Component 2: Security sector reform

Expected accomplishment	*Indicators of achievement*
2.1 Progress towards reformed security structures	2.1.1 Operational plan of reform of the security sector endorsed by parties to the Arusha and subsequent Agreements
	2.1.2 Parties agree on the distribution of key positions in the Army
	2.1.3 National disarmament, demobilization and reintegration (DDR) programme commences
	2.1.4 At least 14,000 ex-combatants demobilized

Outputs

- Regular meetings with the Transitional Government and donors to plan security sector reform
- Regular liaison with donors to coordinate the provision of resources for the security sector reform
- Regular follow-up meetings with the Transitional Government to facilitate implementation of the security sector reform

- Weekly meetings at a working level and monthly meetings at senior level with the Joint Ceasefire Commission to monitor the disarmament and disbanding of militia groups, and women and children associated with these groups
- Regular liaison with field commanders to ensure that the DDR process is proceeding and to address any problems between the armed groups and the local population
- 91,250 troop DDR process days to monitor and provide security at pre-disarmament assembly areas, to collect and secure weapons, destroy weapons and unstable ammunition, monitor the cantonment of Armed Forces of Burundi elements and their heavy weapons (10 troops per site, 25 sites for 365 days)
- 8,760 military observer days to support the DDR process, including liasing at disarmament centres with the leaders of armed groups, and to monitor the confinement to barracks of the Armed Forces of Burundi (four military observers per team, six teams for 365 days)
- A multimedia, nationwide public information programme in support of the disarmament, demobilization and reintegration process conducted by the Transitional Government and the National Commission on Disarmament, Demobilization, Reinsertion and Reintegration, including: one hour of television air time per week, eight hours of radio air time per month, 500 posters, 5,000 flyers and one newsletter per month and 20 billboards
- Technical assistance to the Transitional Government on the provision of HIV/AIDS awareness to the armed groups

Expected accomplishment	*Indicator of achievement*
2.2 Progress towards establishment of an integrated Burundi National Defence Force	2.2.1 Agreement concluded on the establishment of an integrated National Defence Force

Outputs

- Monthly senior-level meetings with senior Government/Military officials on the establishment and structure of an integrated military force and plan integration
- Regular meetings to update members of the international community, to inform potential donors and other interested stakeholders of the needs of the integrated military structures and assist the Transitional Government in identifying means of financial and technical support
- Regular liaison with donors and coordination of funding to mobilize resources for training and equipment for the new integrated military structures

Expected accomplishment	*Indicators of achievement*
2.3 Progress towards the establishment of a single national police service	2.3.1 2,500 newly trained National Police officers deployed
	2.3.2 Police Act and Code of Conduct adopted by the Government
	2.3.3 Protection of transitional leaders provided by an integrated national Special Protection Unit
	2.3.4 Corrections system established throughout the country

Outputs

- Advice to the Transitional Government on the formulation of a comprehensive plan for the integration and development of the Burundi National Police
- Regular meetings with donors to identify sources of assistance and coordinate funding for the police reform and the integration and training of the Burundi National Police
- Technical assistance in the planning and implementation of a training programme for the Burundi National Police through curriculum development, vetting of candidates and training of trainers
- Advice on providing gender and HIV/AIDS sensitization to the Burundi National Police and coordination of National Police training programmes on gender and HIV/AIDS issues
- Weekly meetings with the Joint Security Sector Reform Coordinating Committee
- Monitoring, mentoring and advice to the Burundi National Police in 17 provinces at police stations headquarters level on investigations, operations, patrolling and community policing
- 2,500 Burundi National Police officers trained in the areas of democratic policing, community policing, elections security and investigations
- Technical advice to Burundian authorities on the development of a Burundian judicial reform strategy
- Weekly meetings with Burundian prison authorities to advise on, and assess the progress on key strategic and operational issues in the national police reform
- Monitoring and advice on institutional reforms of the judiciary and corrections systems at the provincial and national levels
- Regular liaison with the local authorities to assess institutional reform progress
- Regular meetings with potential international partners, including Member States, intergovernmental organizations and non-governmental organizations, to address training and institutional development needs
- Weekly strategy meetings with all stakeholders to conclude an agreement on the establishment of an integrated Special Protection Unit

External factors

Donors will provide financial and technical assistance for the disarmament, demobilization and reintegration programme and security sector reform; qualified police candidates will be available

Component 3: Security environment

Expected accomplishment	*Indicator of achievement*
3.1 A stable security environment in Burundi for the conduct of elections and post-election stability	3.1.1 No violations of the ceasefire agreements

Outputs

- 491,700 troop foot patrol days to monitor the implementation of ceasefire agreements and investigate their alleged violations (20 troops per patrol, 15 patrols per battalion, 2 battalions for 62 days and 20 troops per patrol, 15 patrols per battalion, 5 battalions for 303 days)

- 81,950 troop mobile patrol days to monitor the quartering of the Armed Forces of Burundi and their heavy weapons (10 troops per patrol, 5 patrols per battalion, 2 battalions for 62 days and 10 troops per patrol, 5 patrols per battalion, 5 battalions for 303 days)
- 47,450 company-size quick response readiness days (130 troops per company, one company for 365 days)
- 47,450 troop escort days to provide security for the movement of personnel and supplies (130 troops per company, one company for 365 days)
- Four meetings per month with relevant parties to address their concerns on the creation of a balanced, capable and appropriately sized integrated national defence force
- 81,950 troop manned checkpoint/observation post days to monitor the illegal flow of arms across the borders (10 troops per checkpoint, 5 checkpoints per battalion, 2 battalions for 62 days and 10 troops per checkpoint, 5 checkpoints per battalion, 5 battalions for 303 days)
- 21,900 troop water patrol days to monitor the illegal flow of arms and natural resources on Lake Tanganyika (10 troops per boat, six boats for 365 days)
- 53,440 military observer mobile patrol days to monitor the illegal flow of arms across the borders, collect information on illegal shipments of weapons, cross-border movements of armed groups and violations of the ceasefire (four military observers per team, 20 teams for 62 days and four military observers per team, 40 teams for 303 days)
- 2,190 military observer mobile patrol days to monitor the cross-border movement of armed groups in Cibitoke Province (six military observers per team, one team for 365 days)

External factors

Member States will provide the required troops; regional States will cooperate in maintaining the integrity of Burundian borders

Component 4: Human rights and humanitarian assistance

Expected accomplishment	*Indicator of achievement*
4.1 Progress towards respect for human rights in Burundi, particularly of women and children	4.1.1 Human rights legislation enacted by the Transitional Government in accordance with international conventions and inclusive of provisions for the protection of vulnerable groups

Outputs

- Daily monitoring of the human rights situation in all provinces in Burundi
- 25 coordination meetings with relevant Transitional Government officials and the Commission Gouvernementale des Droits de l'Homme
- Monthly meetings with national authorities to monitor their follow-up on the reported human rights violations
- Weekly coordination meetings with the Office of the United Nations High Commissioner for Human Rights-Burundi, the humanitarian community and humanitarian actors, including government commissions, NGOs and United Nations agencies, funds and programmes

- Technical advice to the Transitional Government on promoting gender equality and women's full and equal participation in decision-making structures at all levels
- Advice to the Transitional Government on mine action related issues for the safe return of internally displaced persons and refugees, to facilitate the implementation of emergency mine/unexploded ordnance (UXO) surveys and mine risk education projects
- Advice on the development of national mine action capacities, including institutional arrangements and coordination mechanisms between mine action NGOs and the Transitional Government
- Advocacy and advice to the Burundian authorities on the national AIDS programme, in cooperation with other United Nations agencies and national/international NGOs
- Regular meetings with donors to coordinate assistance for the re-establishment of the social sector, at the national and provincial levels
- Regular meetings with the United Nations agencies, funds and programmes present in Burundi to coordinate humanitarian assistance, particularly in relation to the allocation of humanitarian aid related to the DDR programme

External factor

Donors will provide necessary funding to meet humanitarian assistance needs

Component 5: Support

Expected accomplishment	*Indicators of achievement*
5.1 Effective and efficient logistical and administrative support to the mission	5.1.1 Hard-walled accommodation provided to 100 per cent of troops within six months of their arrival in the mission area
	5.1.2 100 per cent of assets/materials received and inspected within five days of delivery to the mission area

Outputs

Military and police personnel

- 5,650 military personnel, including staff officers and military observers, emplaced/rotated/repatriated
- 120 civilian police emplaced and rotated
- Contingent-owned equipment and self-sustainment in respect of 5,325 contingent personnel verified and monitored
- 5,325 contingent personnel supplied with rations and potable water in all locations

Civilian personnel

- 998 civilian contracts administered (for 403 international staff, 56 National Officers, 367 national General Service staff and 172 United Nations Volunteers)
- Close protection to the Head of Operation and other designated senior mission officials and visitors

- Residence security guidance and, as required, site assessments to support 125 military staff, 120 civilian police, 403 international staff and 172 United Nations Volunteers
- Developed and implemented a mission-wide security plan

Facilities and infrastructure

- Mission premises established and maintained in 10 locations
- Infrastructure renovation, reconstruction and construction work completed for one building and one greenfield site in the mission area required for mission headquarters operations
- Electrical supply to three major and six minor United Nations premises and installations by installing and maintaining 320 generators and associated electrical generator supplies and equipment
- A 500-man transit camp established and sites and buildings for the accommodation of military contingent personnel refurbished
- Guards outsourced to protect mission headquarters, logistics base, warehouses, transit camp and regional offices
- 1,052 units of security and safety equipment to fully comply with the minimum operational security standards and to fit out close protection and security personnel
- Geographical Information System capacity established

Ground transportation

- 539 United Nations-owned vehicles fitted with high frequency (HF) and very high frequency (VHF) radios in all locations maintained and operated
- Fuel and lubricants provided for 850 contingent-owned vehicles and generators
- Daily shuttle bus transportation in Bujumbura provided for the international and national staff, Force Headquarters staff officers and civilian police

Air transportation

- Six rotary-wing aircraft managed, fuelled, and inspected in two locations in the mission area for 3,840 flying hours

Naval transportation

- United Nations and contingent-owned equipment and sustainment items delivered by barge to Bujumbura and one deployment site

Communications

- One satellite hub station in Bujumbura and 10 very small aperture terminals (VSAT) systems at 10 locations installed, maintained and operated
- 10 telephone exchanges for 1,500 users with automatic access mission-wide installed, maintained and operated
- Two-way VHF and HF radio networks established, maintained and operated to cover the area of operations (25 repeaters, 50 base stations, 2,310 mobile radios and portable radios)

- One mobile deployable telecommunications system established, maintained and operated
- One radio production studio established, maintained and operated

Information technology

- 34 servers, 1,050 desktop computers, 334 laptop computers, 788 printers and 30 digital senders in 10 locations for over 1,500 users established, maintained and supported
- Local area networks in the mission area, including database administration systems and standard office applications that are interconnected, and have access to the United Nations wide area network, at 10 locations established, maintained and supported
- E-mail and Internet access provided to five major locations

Medical

- One United Nations clinic and six level 1 clinics established, maintained and operated in five locations
- Two level 2 clinics established, maintained and operated in two locations
- One contract and one regional cooperative arrangement with adjacent peacekeeping operations established for aeromedical evacuation to an appropriate level of care
- One contract established for the provision of level 3/out-of-mission medical services
- HIV/AIDS voluntary confidential counselling and testing facilities provided for all personnel
- HIV/AIDS peer education and sensitization programmes implemented for military, civilian police and civilian personnel

Other miscellaneous supplies and services

- 500 maps produced using the Geographical Information System

External factors

Status-of-forces agreement will be complied with; suppliers of goods and services will be able to deliver as contracted; qualified national staff will be available

II. Resource requirements

A. Financial resources

1. Overall

(Thousands of United States dollars)

Category	1 July 2004 to 30 June 2005 Cost estimates
Military and police personnel	
Military observers	9 057.2
Military contingents	129 499.3
Civilian police	4 835.2
Formed police units	—
Subtotal	**143 391.7**
Civilian personnel	
International staff[a]	43 918.8
National staff[b]	4 563.8
United Nations Volunteers[c]	5 446.5
Subtotal	**53 929.1**
Operational costs	
General temporary assistance	441.2
Government-provided personnel	—
Civilian electoral observers	—
Consultants	505.6
Official travel	1 685.4
Facilities and infrastructure	66 348.8
Ground transportation	16 623.5
Air transportation	13 730.4
Naval transportation	408.1
Communications	18 973.4
Information technology	5 794.7
Medical	3 370.5
Special equipment	2 303.0
Other supplies, services and equipment	4 668.6
Quick-impact projects	1 000.0
Subtotal	**135 853.2**
Gross requirements	**333 174.0**
Staff assessment income	5 859.3
Net requirements	**327 314.7**
Voluntary contributions in kind (budgeted)	—
Total requirements	**333 174.0**

[a] Cost estimates are inclusive of a 20 per cent delayed recruitment factor.
[b] Cost estimates are inclusive of a 10 per cent delayed recruitment factor.
[c] Cost estimates are inclusive of a 5 per cent delayed deployment factor.

2. Contingent-owned equipment: major equipment and self-sustainment

6. Requirements for the period from 1 July 2004 to 30 June 2005 are based on standard reimbursement rates for major equipment (wet lease) and self-sustainment in the total amount of $39,433,600 as follows:

Category	Estimated amount (Thousands of US dollars) 1 July 2004 to 30 June 2005
Major equipment	18 944.5
Self-sustainment	
Catering (kitchen facilities)	1 575.3
Communications	4 756.3
Office equipment	1 359.4
Electrical	1 666.2
Minor engineering	954.2
Explosive ordnance disposal	434.8
Laundry and cleaning	1 319.4
Tentage	1 351.9
Medical services	2 665.6
Accommodation	—
Observation	1 823.3
Field defence stores	—
Miscellaneous general stores	2 582.7
Subtotal	20 489.1
Total	39 433.6

3. Non-budgeted contributions

7. To date, no non-budgeted voluntary contributions have been received by the Operation. Pending the conclusion of a status-of-forces agreement between the United Nations and the Transitional Government of Burundi, the model status-of-forces agreement of 9 October 1990 (A/45/594, annex) applies provisionally.

B. Human resources

1. Military and police personnel

	Authorized[a]
Military observers	200
Military contingents	5 450
Civilian police	120

[a] Represents highest level of authorized strength.

2. Civilian personnel

Proposed staffing establishment

	USG -ASG	D-2 -D-1	P-5 -P-4	P-3 -P-1	Field Service	General Service	Security Service	Total international	National staff	United Nations Volunteers	Total
Executive direction and management	1	2	5	3	2	3	—	16	5	—	21
Substantive offices[b]	2	10	42	55	41	24	10	184	160	80	424
Division of Administration	—	1	19	47	109	27	—	203	258	92	553
Total	**3**	**13**	**66**	**105**	**152**	**54**	**10**	**403**	**423**	**172**	**998**

[a] Includes 56 National Officers.
[b] Includes Security Section.

8. The organizational structure of the Operation is shown in the annex to the present report and detailed in paragraphs 9 to 79 below.

A. Executive direction and management

9. Overall mission direction and management is provided by the immediate Office of the Special Representative of the Secretary-General.

Office of the Special Representative of the Secretary-General

	USG -ASG	D-2 -D-1	P-5 -P-4	P-3 -P-1	Field Service	General Service	Security Service	Total international	National staff	United Nations Volunteers	Total
Proposed	1	2	5	3	2	3	—	16	5	—	21

10. The Special Representative of the Secretary-General at the Under-Secretary-General level assists the Secretary-General in the implementation of the ONUB mandate and is responsible for the overall management of the Operation, as well as for the coordination of all activities of the United Nations system in Burundi. The Special Representative of the Secretary-General also acts as the Chairperson of the Implementation Monitoring Committee (IMC) established by the Arusha Agreement to follow up, monitor, supervise and coordinate the implementation of the Agreement.

11. In the discharge of her responsibilities, the Special Representative of the Secretary-General is supported by a Principal Deputy Special Representative for Governance and Stabilization and a Deputy Special Representative, Resident Coordinator and Humanitarian Coordinator, both at the Assistant Secretary-General level. Reporting directly to the Special Representative are the Force Commander, the heads of the Political Affairs and Planning, and Communications and Public Information Offices, as well as the Principal Legal Adviser and Senior Resident Auditor.

12. The immediate Office of the Special Representative of the Secretary-General is supervised by the Director of the Office (D-1) supported by a Special Assistant (P-3). The Director of the Office provides policy and strategic advice to and assists

the Special Representative of the Secretary-General in the overall coordination of ONUB activities, and manages the information flow between the United Nations Headquarters in New York and the mission, as well as within the mission's senior management team. The Office also includes a Special Assistant (P-5) who provides direct support to the Special Representative of the Secretary-General in the discharge of her functions, drafts speeches, prepares visual presentations and briefing notes, supports the Special Representative in political consultations with the national and regional actors and serves as a focal point for ONUB for constituency-building with donors, the diplomatic community, NGOs and the media; a Political Affairs Officer (P-4) who coordinates the preparation of the mission's reports; an Interpreter (P-3), a Protocol Officer (P-3) and a Personal Assistant to the Special Representative of the Secretary-General (General Service (Principal level)).

13. As the Chairperson of the Implementation Monitoring Committee established by the Arusha Agreement, the Special Representative of the Secretary-General provides the secretariat for the IMC and its Executive Council, comprising the Head of the IMC Secretariat (D-2) supported by a Special Assistant (P-4), two Political Affairs Officers (P-5 and P-4) and two Administrative Assistants (General Service (Other level) and Field Service).

14. The Head of the IMC Secretariat (D-2) is responsible for the overall coordination of the activities of the IMC Secretariat, maintaining regular contact with the members of the IMC and its Executive Council, planning IMC and Executive Council meetings and advising the Special Representative of the Secretary-General on all matters related to the work of the IMC, including proposals for solutions to points of contention among the various parties with a view to accelerating the implementation of the provisions of the Arusha Agreement. Two Political Affairs Officers (P-5 and P-4) assist the Head of the IMC Secretariat in maintaining regular liaison with the members of the IMC and its Executive Council, prepare meetings of these bodies, draft analytical reports and briefing notes and provide inputs for reports of the Secretary-General and briefings to the Security Council.

15. Administrative and secretarial support to the immediate Office of the Special Representative of the Secretary-General is provided by a secretary (General Service (Other level)), an Administrative Assistant (Field Service), two Language Assistants (national General Service staff) and three drivers (national General Service staff).

Office of the Principal Deputy Special Representative of the Secretary-General for Governance and Stabilization

	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	*Total International*	*National staff*	*United Nations Volunteers*	*Total*
Proposed	1	—	4	—	—	2	—	7	2	—	9

16. The Principal Deputy Special Representative of the Secretary-General for Governance and Stabilization provides policy and strategic level advice to the Special Representative of the Secretary-General on the implementation of the Mission's mandate, supports the Special Representative in political consultations with the national and regional actors, leads or organizes high-level negotiations with officials of the Transitional Government, leaders of political parties and civil society

and acts as the Head of Mission in the absence of the Special Representative. Reporting directly to the Principal Deputy Special Representative of the Secretary-General are the heads of the Rule of Law and Civil Affairs, Security Sector Reform/Disarmament, Demobilization and Reintegration, and Electoral Assistance Offices, as well as the Police Commissioner, the Chief Administrative Officer and the Chief Security Officer.

17. The immediate Office of the Principal Deputy Special Representative of the Secretary-General comprises a Special Assistant/Coordinating Officer (P-5) who supports the Principal Deputy Special Representative in the day-to-day management of the Office and coordination of work of the substantive offices under his supervision, assists the Principal Deputy Special Representative in maintaining regular contacts with key national actors, coordinates meetings of senior officials under the supervision of the Principal Deputy Special Representative, coordinates inputs into mission reports and working plans and contributes to the finalization of reports prepared by the substantive offices, prepares briefing notes and follows up with the mission's support component on all administrative and financial matters and operational issues. The Office also comprises two Political Affairs Officers (P-4) who draft speeches, reports and briefing notes, prepare meetings and visual presentations; a Programme Officer (P-4) who is responsible for the monitoring, reporting and implementing of best practices in the Operation; three Administrative Assistants (two General Service (Other level) staff and a national General Service staff member) and a driver (national General Service staff).

Office of the Deputy Special Representative of the Secretary-General (Resident Coordinator and Humanitarian Coordinator)

	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	*Total International*	*National staff*	*United Nations Volunteers*	*Total*
Proposed	1	—	3	2	—	2	—	8	2	—	10

18. The Deputy Special Representative of the Secretary-General at the Assistant Secretary-General level is responsible for the overall coordination of the operational activities of the United Nations system in Burundi for the country's development and the overall coordination of the humanitarian activities, to ensure the unity of purpose of all developmental and humanitarian activities carried out by the United Nations system in Burundi and coordination with other international and bilateral donors and major NGOs of the planning, implementation and evaluation of programme activities. The responsibilities of the Deputy Special Representative of the Secretary-General are directed at ensuring the complementary character of the assistance provided by the United Nations, identifying possible gaps in the needs of the population, directing the attention of agencies and donors towards these gaps and mobilizing resources accordingly, as well as ensuring a smooth transition between humanitarian assistance and economic development, in particular as it refers to the integration of returnees into their communities of origin. As Humanitarian Coordinator, the Deputy Special Representative of the Secretary-General is supported by the Office for the Coordination of Humanitarian Affairs in Burundi.

19. The immediate Office of the Deputy Special Representative of the Secretary-General comprises a Senior Liaison Officer (P-5) who provides overall assistance to the Deputy Special Representative in the discharge of his functions and in maintaining regular contacts with United Nations agencies and programmes, donors and humanitarian actors; a Special Assistant (P-4) who supports the Principal Deputy Special Representative in the day-to-day management of the Office and in the coordination of the work of the substantive offices under his supervision, coordinates meetings of senior officials under the supervision of the Deputy Special Representative, coordinates inputs into mission reports and working plans and contributes to the finalization of reports prepared by the substantive offices, and prepares briefing notes; a Civilian/Military Coordination Officer (P-4) responsible for the identification, in close cooperation with the Office for the Coordination of Humanitarian Affairs and in coordination with the ONUB Force's Civil-Military Coordination Cell, of projects (including quick-impact projects funded by the Operation) designed to support the efforts of the humanitarian community, promote and facilitate the United Nations peacekeeping efforts in Burundi and contribute to the successful implementation of the humanitarian programmes of the United Nations agencies and programmes and other humanitarian actors; two Liaison Officers (P-3) assigned to specific tasks relating to the coordination, in close cooperation with the Office for the Coordination of Humanitarian Affairs, of development assistance and humanitarian assistance in Burundi.

20. Administrative and secretarial support to the immediate Office of the Deputy Special Representative of the Secretary-General is provided by two Administrative Assistants (General Service (Other level)) and two drivers (national General Service staff).

Office of the Force Commander

	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	*Total international*	*National staff*	*United Nations Volunteers*	*Total*
Proposed	—	2	—	—	—	1	—	3	1	—	4

21. The Office of the Force Commander contributes to expected accomplishments 2.1 and 3.1 and supports the related outputs in framework components 2 and 3. The Office is headed by a Force Commander (D-2) who, under the policy guidance of the Special Representative of the Secretary-General, develops the concept of operations and plans for the deployment of the military component of the Mission and conducts operations to support the mission's mandate. In the discharge of his responsibilities, the Force Commander is assisted by a Chief Military Observer (D-1) acting in the capacity of Deputy Force Commander. Administrative and secretarial support to the Office of the Force Commander is provided by two Administrative Assistants (General Service (Other level) and national General Service staff).

Political Affairs Office

	USG -ASG	D-2 -D-1	P-5 -P-4	P-3 -P-1	Field Service	General Service	Security Service	Total international	National staff	United Nations Volunteers	Total
Proposed	—	1	3	3	—	4	—	11	2	2	15

22. The Political Affairs Office contributes to expected accomplishments 1.1 and 1.3 and supports the related outputs in framework component 1.

23. The Office, headed by a Principal Political Affairs Officer (D-1) who acts as the Principal Political Adviser to the Special Representative of the Secretary-General, is responsible for advising on and monitoring the implementation of the Arusha Agreement by the parties, liaising with Burundian officials to facilitate the resolution of disagreements among the parties and assisting, in close coordination with the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC), in the monitoring and improving of regional relations between Burundi and its neighbouring States. The Office is the primary point of contact at the working level with representatives of the Transitional Government of Burundi and the legislature, political parties, civil society and other groups, and facilitates regular contact between key national and international actors, coordinates meetings of senior regional officials and maintains regular liaison with the diplomatic community and government officials. It provides analyses of the current situation and proposals for the way forward, and input into reports of the Secretary-General to the Security Council and briefings to the Council, as well as coordinating inputs into ONUB strategic planning and the integrated mandate implementation plan.

24. The Office also comprises a Senior Political Officer (P-5), seven Political Affairs Officers (two P-4, two P-3, one P-2 and two United Nations Volunteers), three Administrative Assistants (two General Service (Other level) and one national General Service staff), two Administrative/Language Assistants (General Service (Other level)) and a driver (national General Service staff).

Office of the Legal Adviser

	USG -ASG	D-2 -D-1	P-5 -P-4	P-3 -P-1	Field Service	General Service	Security Service	Total international	National staff	United Nations Volunteers	Total
Proposed	—	1	1	1	—	1	—	4	1	1	6

25. The Office of the Legal Adviser contributes to expected accomplishments and supports outputs in each of the Mission's framework components. The Office is headed by a Principal Legal Adviser (D-1) who provides advice and legal opinion to the Special Representative of the Secretary-General on all legal matters related to the implementation of the Operation's mandate, including international law, the administration of justice and constitutional, electoral and human rights issues. The Office also provides legal review and advice on administrative, personnel and contractual matters related to the mission's operations, as well as liaising on legal matters with the Transitional Government, providing support in the area of international law.

26. The Office comprises a Personnel Conduct Officer (P-4), two Legal Officers (a P-3 and a United Nations Volunteer) and two Administrative Assistants (General Service (Other level) and national General Service staff).

Office of the Resident Auditor

	USG -ASG	D-2 -D-1	P-5 -P-4	P-3 -P-1	Field Service	General Service	Security Service	Total International	National staff	United Nations Volunteers	Total
Proposed	—	—	2	1	—	1	—	4	—	—	4

27. The Office of the Resident Auditor is headed by a Senior Resident Auditor (P-5) and also comprises two Resident Auditors (P-4 and P-3), and an Auditing Assistant (General Service (Other level)). The proposed staffing of the Office and grade levels are commensurate with the scope of the mission's operational activities and the range of administrative, logistical and technical support provided by administration to the Operation's substantive staff, military personnel and civilian police officers. Owing to the finalization of the proposed budget for the peacekeeping support account prior to the establishment of ONUB, staffing requirements for the Office are included in the present budget on an interim basis and will be reflected in the support account requirements for the 2005-2006 period.

Communications and Public Information Office

	USG -ASG	D-2 -D-1	P-5 -P-4	P-3 -P-1	Field Service	General Service	Security Service	Total International	National staff[a]	United Nations Volunteers	Total
Proposed											
Mission headquarters	—	1	3	5	2	2	—	13	25	4	42
Field offices	—	—	—	1	—	—	—	1	4	3	8
Total	—	1	3	6	2	2	—	14	29	7	50

[a] Includes 13 National Officers.

28. The Communications and Public Information Office contributes to expected accomplishments 1.1, 1.2 and 2.1 and supports related outputs in framework components 1 and 2.

29. The Office, headed by the Chief Public Information Officer (D-1), is responsible for producing and disseminating print, broadcast, photo/video and electronic media information on the mandate of ONUB and its role in the peace process, providing support to national media, including training national journalists, conducting community outreach programmes, producing and broadcasting, with the support of local and national radio stations, programmes in French, Kirundi and English from the Mission's headquarters in Bujumbura and four other locations throughout Burundi, conducting weekly press briefings, coordinating and supervising the production of press releases and periodic publications in national languages (mainly French and Kirundi), producing and distributing posters, pamphlets and leaflets and other public information materials, and supporting and

providing guidance for public information activities by the Mission's substantive offices, in particular the Electoral Assistance Office.

30. The Office comprises: (a) media relations specialists (a Spokesperson (P-4), a National Public Information Officer (National Officer), a Press Assistant (national General Service staff) and two Media Monitoring Assistants (national General Service staff)); (b) publication specialists (two Public Information Officers: a P-4 and a National Officer), a Print Journalist/Translator (United Nations Volunteer), a Production Assistant (national General Service staff), a Photographer (United Nations Volunteer), a Graphic Artist (P-2), a Webmaster (P-2), a Translator (United Nations Volunteer) and an Administrative Assistant (General Service (Other level)); (c) public outreach specialists (a Public Information Officer (P-3), two Community Relations Assistants (national General Service staff)); (d) video production specialists (a Video Producer (P-3), an Editor/Cameraman (Field Service), a Cameraman (national General Service staff) and a Video Editor (national General Service staff)); (e) radio production specialists (a Chief Radio Producer (P-4) assisted by a Deputy (P-3), a Studio Broadcast Engineer (Field Service), a Studio Technician (national General Service staff), six Radio Journalists/Producers (National Officers), two Language Assistants (national General Service staff), two Journalists (national General Service staff)); and (f) dissemination specialists (a Dissemination Officer (United Nations Volunteer) and a Librarian (National Officer)). The Office is supported by two Administrative Assistants (General Service (Other level) and national General Service staff) and two drivers (national General Service staff).

31. The Office also deploys four Public Information Officers (one P-3 and three United Nations Volunteers) and four Public Information Assistants (National Officers) throughout the country to support and coordinate public information activities, including daily radio programmes, national media campaigns in support of the electoral and voter registration process, and community outreach activities.

Electoral Assistance Office

	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	*Total international*	*National staff*[a]	*United Nations Volunteers*	*Total*
Proposed											
Mission headquarters	—	1	4	3	—	2	—	10	—	1	11
Field offices	—	—	—	6	—	—	—	6	74	34	114
Total	—	1	4	9	—	2	—	16	74	35	125

[a] Includes 34 National Officers.

32. The Electoral Assistance Office contributes to expected accomplishment 1.2 and supports the related outputs in framework component 1.

33. The Office, headed by a Chief Electoral Officer (D-1), is responsible for providing support and advice to the Independent National Electoral Commission (CENI) and the transitional authorities in the organization of elections, in accordance with the Arusha Agreement, and in the development and improvement of a legal framework for the elections, for providing advice on the composition and

organization of CENI, the development of methodologies, procedures and operational plans for the registration and identification of voters, the development of civic and voter education campaigns and advice in logistical and technical areas related to the electoral process.

34. The Office also comprises nine international posts (four P-4: an Operations Officer and three Electoral Affairs Officers (civic/voter education, voter registration and field coordination); three P-3: a Logistics Officer, a Legal Officer and an Information Technology Officer); two Administrative Assistants (General Service (Other level)) and a United Nations Volunteer (a cartographer). The Office will establish 17 electoral assistance cells in the 17 provinces of Burundi, supervised by six regional Field Coordinators (P-3) who are supported by six Administrative Assistants (national General Service staff), and each comprising four Provincial Electoral Advisers (two United Nations Volunteers and two National Officers) and two drivers/assistants (national General Service staff) responsible for supporting civic/voter education campaigns, registration and polling processes in their respective provinces. Engagement of qualified national staff in electoral assistance cells takes into account their knowledge of the terrain and customs, especially in the interior of the country, and local languages (Kirundi and French) and would also facilitate the work of the Electoral Assistance Office in the area of capacity-building, as national staff would continue to carry out electoral administration tasks in the future.

Security Sector Reform/Disarmament, Demobilization and Reintegration Office

	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	*Total international*	*National staff*	*United Nations Volunteers*	*Total*
Proposed	—	1	3	2	—	2	—	8	1	—	9

35. The Security Sector Reform/Disarmament, Demobilization and Reintegration Office contributes to expected accomplishments 2.1, 2.2 and 4.1 and supports the related outputs in framework components 2 and 4.

36. The Office, headed by a Principal Security Sector Reform/Disarmament, Demobilization and Reintegration Officer (D-1), provides advice and assistance to, and works in close cooperation with, the Transitional Government and all the Burundian parties, as well as their international partners and counterparts in the neighbouring countries, and in coordination with the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC) with a view to fully implementing the provisions of ceasefire agreements, namely: (a) implementation of the national programme of disarmament, demobilization and reintegration of combatants and members of their families, including those coming from the territory of the Democratic Republic of Congo, with particular attention to the needs of women and children; (b) disarmament and dismantling of the various militias, as called for in the ceasefire agreements; (c) implementation of the security sector reform, including the constitution of the new integrated national defence and internal security forces and, in particular, the training and monitoring of the national police to ensure that they operate with full respect for human rights and in accordance with international policing standards.

37. The Office comprises a Senior Disarmament, Demobilization and Reintegration Officer (P-5), supported by two Disarmament, Demobilization and Reintegration Officers (P-4 and P-3), who provide advice and assist the Executive Secretariat of the National Commission for Disarmament, Demobilization and Reintegration in the implementation of national disarmament, demobilization and reintegration programmes, in conjunction with the military and civilian components of ONUB and other implementing partners (the World Bank, the United Nations Development Programme (UNDP), the United Nations Children's Fund (UNICEF) and other United Nations agencies and programmes); two Security Sector Reform Officers (P-4 and P-3) who undertake an in-depth assessment of Security Sector Reform requirements, advise Transitional Government officials on the formulation and implementation of the security sector reform plan for the successful integration of ex-combatants from the armed political parties and movements in Burundi into an integrated national military force, and coordinate plans and programmes relating to the reform of the security sector.

38. Administrative and secretarial support to the Office is provided by two Administrative Assistants (General Service (Other level)) and an Administrative/Language Assistant (national General Service staff).

Rule of Law and Civil Affairs Office

	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	*Total International*	*National staff*[a]	*United Nations Volunteers*	*Total*
Proposed											
Mission headquarters	—	1	3	3	—	2	—	9	5	—	14
Field offices	—	—	5	5	—	—	—	10	10	17	37
Total	—	1	8	8	—	2	—	19	15	17	51

[a] Includes 5 National Officers.

39. The Rule of Law and Civil Affairs Office contributes to expected accomplishments 1.1, 1.2, 1.3 and 2.3 and supports related outputs in framework components 1 and 2.

40. The Rule of Law and Civil Affairs Office, headed by a Principal Rule of Law and Civil Affairs Officer (D-1), is responsible for developing and maintaining liaison, primarily outside of Bujumbura, with government officials and local, political, civil society, religious and ethnic group leaders, engaging with local interlocutors and assessing and monitoring the implementation of government programmes and reforms carried out by local authorities. The Office works closely with local authorities to monitor and assist in the effective management of public and private sector activities, develops recommendations and provides advice in this regard to the Transitional Government; monitors the drafting and passage of legislation on rule of law issues by the Transitional Government, in particular to ensure that the reform of judicial and corrections institutions throughout the country is carried out in such a way as to build confidence among the population; coordinates donor assistance and other international support on rule of law issues, in order to ensure a coherent approach to institutional reforms by the international community; coordinates and analyses information collected by other ONUB

components in order to provide input into the mission's strategic plan; identifies emerging issues and analyses their implications, as well as preparing reports, based on assessment of the impact of the political, economic and social developments in the country with respect to the implementation of the mandate of the Operation.

41. The Office also comprises a Senior Judicial Adviser (P-5), a Senior Civil Affairs Officer (P-5), two Judicial Advisers (P-4 and P-3), a Corrections Adviser (P-3) and a Civil Affairs Officer (P-3). Administrative and secretarial support to the Office is provided by five Administrative Assistants (two General Service (Other level) and three national General Service staff) and two drivers (national General Service staff).

42. The Office would establish five regional offices, each comprising a Regional Coordinator (P-4) assisted by two Civil Affairs Officers (one P-3 and one National Officer) and supported by an Administrative Assistant (national General Service staff), and deploy 17 Civil Affairs Officers (United Nations Volunteers) to all provinces of the country.

Office of the Police Commissioner

	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	*Total international*	*National staff*	*United Nations Volunteers*	*Total*
Proposed	—	1	—	—	—	2	—	3	2	—	5

43. The Office of the Police Commissioner contributes to expected accomplishment 2.3 and supports the related outputs in framework component 2.

44. The Office, headed by a Civilian Police Commissioner (D-1), contributes to the reform of the security sector, in particular by assisting the Transitional Government in the formulation of a comprehensive plan for the integration and development of the Burundi National Police Force, by conducting an assessment of four national institutions: the Gendarmerie (under the Ministry of Defence); the Prosecutorial Judicial Police (Police Judiciare des Parquets, under the Ministry of Public Security); the Public Security Police (Police de la Sécurité Publique, under the Ministry of Public Security); and the Border Police (Police de l'Air, des Frontières et des Etrangers, under the Ministry of Public Security), which would fulfil most police functions (excluding intelligence services); and by assisting in the reform and restructuring of the internal security forces through training and technical advice.

45. Administrative and secretarial support to the Office is provided by two Administrative Assistants (General Service (Other level)) and two Administrative Assistants/Translators (national General Service staff).

Security Section

	USG – ASG	D-2 – D-1	P-5 – P-4	P-3 – P-1	Field Service	General Service	Security Service	Total International	National staff	United Nations Volunteers	Total
Proposed											
Mission headquarters	—	—	1	2	23	—	10	36	12	—	48
Field offices	—	—	—	4	16	—	—	20	4	—	24
Total	—	—	1	6	39	—	10	56	16	—	72

46. The Security Section contributes to expected accomplishment 5.1 and supports the related outputs in framework component 5.

47. The Security Section is headed by a Chief Security Officer (P-5) who has overall responsibility for the security and safety of the mission's personnel and property in compliance with the minimum operating security standards established by the United Nations Security Coordinator (UNSECOORD), the establishment and maintenance of the security management system, contingency and evacuation plans, liaison with the Transitional Government and local authorities on all security matters, the conduct of threat assessments, risk analysis and investigations, the provision of emergency response on a 24/7 basis, the management and supervision of local security guard and patrol units, and the provision of close protection to senior mission officials and high-level delegations.

48. The Section also comprises a Deputy Chief Security Officer (P-3), 23 Security Officers (one P-2 and 22 Field Service), 12 Close Protection Officers (10 Security Service and two national General Service staff), five Security Guards (national General Service staff) and six Administrative Assistants (one Field Service and five national General Service staff). In order to support operations in the field, the Section deploys 24 personnel (four P-2, sixteen Field Service and four national General Service staff) throughout the country.

Human Rights Office

	USG – ASG	D-2 – D-1	P-5 – P-4	P-3 – P-1	Field Service	General Service	Security Service	Total International	National staff[a]	United Nations Volunteers	Total
Proposed											
Mission headquarters	—	1	4	2	—	3	—	10	5	3	18
Field offices	—	—	3	13	—	—	—	16	5	11	32
Total	—	1	7	15	—	3	—	26	10	14	50

[a] Includes one National Officer.

49. The Human Rights Office contributes to expected accomplishment 4.1 and supports the related outputs in framework component 4.

50. The Office, headed by a Principal Human Rights Officer (D-1) who acts as the Senior Adviser on human rights issues to the Special Representative of the Secretary-General and the Deputy Special Representative of the Secretary-General, provides, in close liaison with the Office of the High Commissioner for Human Rights (OHCHR), advice and assistance to the Transitional Government (Ministry

of Human Rights, Institutional Reforms and Parliamentary Relations, Ministry of Justice, including the General Attorney's Office, Ministry of the Interior, Ministry of Public Security and Ministry of Defence) and local authorities on the promotion and protection of human rights, with particular attention to women, children and vulnerable persons, and follows up on reported human rights violations with a view to putting an end to impunity; supports the establishment of an international judicial commission of inquiry and a national truth and reconciliation commission, supports, jointly with OHCHR, the National Observatory on Genocide, coordinates human rights activities with United Nations agencies and programmes and with national and international NGOs.

51. The Office comprises a Senior Human Rights Officer (P-5), three Advisers/Specialists (P-4) (a Rule of Law Advisor, a Specialist on National Human Rights Institutions and a Human Rights Education and Training Adviser), two Associate Human Rights Officers (P-2), four Human Rights Monitors (three United Nations Volunteers and one National Officer) and a Human Rights Assistant (national General Service staff). Administrative and secretarial support to the Office in Bujumbura is provided by three Administrative Assistants (two General Service (Other level) and one national General Service staff), Database Specialist (General Service (Other level)), a secretary (national General Service staff) and a driver (national General Service staff).

52. In order to enable the mission to gain an in-depth and balanced understanding of the human rights situation throughout the country and achieve its objective of putting an end to impunity, the Office would deploy throughout the country 15 Human Rights Officers (three P-4, three P-3 and 10 P-2), 11 Human Rights Monitors (United Nations Volunteers) and five Administrative Assistants (national General Service staff).

Child Protection Unit

	USG – ASG	*D-2 – D-1*	*P-5 – P-4*	*P-3 – P-1*	*Field Service*	*General Service*	*Security Service*	*Total International*	*National staff*	*United Nations Volunteers*	*Total*
Proposed	—	—	1	1	—	—	—	2	1	1	4

53. The Child Protection Unit contributes to expected accomplishments 1.1, 1.3 and 4.1 and supports the related outputs in framework components 1 and 4.

54. The Unit, headed by a Child Protection Adviser (P-4), monitors and advises the Transitional Government and civil society on issues related to child protection, provides analysis and maintains a database on reported cases. The Unit comprises two Child Protection Officers (one P-3 and one United Nations Volunteer) and an Administrative Assistant (national General Service staff).

Gender Issues Unit

	USG – ASG	*D-2 – D-1*	*P-5 – P-4*	*P-3 – P-1*	*Field Service*	*General Service*	*Security Service*	*Total International*	*National staff*[a]	*United Nations Volunteers*	*Total*
Proposed	—	—	1	1	—	—	—	2	2	1	5

[a] Includes one National Officer.

55. The Gender Issues Unit contributes to expected accomplishments 1.1, 1.2, 1.3, 2.3 and 4.1 and supports the related outputs in framework components 1, 2 and 4.

56. The Unit, headed by a Senior Gender Adviser (P-5), provides technical assistance to the Transitional Government in promoting gender equality and women's full and equal participation in decision-making structures at all levels in the national disarmament, demobilization and reintegration programme, the electoral process and the reform of the security sector and of the judicial and corrections systems, and in addressing human rights violations with a view to ending impunity, provides advice and technical guidance on the integration of gender perspective into all aspects of the mission's policies, programmes and activities, assists with gender training of peacekeeping personnel and monitors gender mainstreaming in the mission's work.

57. The Unit comprises three Gender Affairs Officers (one P-3, one United Nations Volunteer and one National Officer) and an Administrative Assistant (national General Service staff).

HIV/AIDS Unit

	USG – ASG	*D-2 – D-1*	*P-5 – P-4*	*P-3 – P-1*	*Field Service*	*General Service*	*Security Service*	*Total International*	*National staff*[a]	*United Nations Volunteers*	*Total*
Proposed	—	—	1	—	—	—	—	1	2	2	5

[a] Includes one National Officer.

58. The HIV/AIDS Unit contributes to expected accomplishments 1.1, 1.3, 2.1, 2.3, 4.1 and 5.1 and supports the related outputs in framework components 1, 2, 4 and 5.

59. The Unit, headed by an HIV/AIDS Adviser (P-4), advises, in conjunction with other United Nations agencies and programmes, the Transitional Government on the development of HIV/AIDS sensitization and awareness programmes focusing on vulnerable groups in conflict situations, in particular targeting girls and young women, develops HIV/AIDS sensitization and awareness programmes and a comprehensive mission-wide HIV prevention programme for the mission's personnel and conducts education and training seminars.

60. The Unit comprises three HIV/AIDS Officers (two United Nations Volunteers and one National Officer) and an Administrative Assistant (national General Service staff).

B. Division of Administration

	USG – ASG	D-2 – D-1	P-5 – P-4	P-3 – P-1	Field Service	General Service	Security Service	Total International	National staff	United Nations Volunteers	Total
Proposed											
Office of the Chief Administrative Officer	—	1	2	3	4	4	—	14	1	1	16
Administrative Services	—	—	8	18	27	10	—	63	55	20	138
Integrated Support Services	—	—	9	26	78	13	—	126	202	71	399
Total	—	1	19	47	109	27	—	203	258	92	553

[a] Includes one National Officer.

61. The Division of Administration is headed by a Chief Administrative Officer (D-1) reporting to the Principal Deputy Special Representative of the Secretary-General. The Division is responsible for providing administrative, logistical and technical support to the military, civilian police and substantive personnel of ONUB in the implementation of its mandate. The Division comprises the Offices of the Chief Administrative Officer, Administrative Services and Integrated Support Services.

Office of the Chief Administrative Officer

	USG – ASG	D-2 – D-1	P-5 – P-4	P-3 – P-1	Field Service	General Service	Security Service	Total International	National staff	United Nations Volunteers	Total
Proposed	—	1	2	3	4	4	—	14	1	1	16

62. The immediate Office of the Chief Administrative Officer (D-1) comprises an Administrative Officer (P-4), who assists the Chief Administrative Officer in the discharge of his/her functions, liaises on operational matters with the military, civilian police and substantive components of the mission, government officials, United Nations agencies and non-governmental organizations, and coordinates all administrative and logistical support matters pertaining to the field offices; a Board of Inquiry Officer (P-3) supported by two Board of Inquiry Assistants (one General Service (Principal level) and one United Nations Volunteer) and an Aviation Safety Officer (P-3), as well as two Administrative Assistants (General Service (Other level)) and an Administrative/Language Assistant (national General Service staff).

63. The Chief Administrative Officer directly oversees the work of the Budget Unit headed by a Chief Budget Officer (P-4) and comprising a Budget Officer (P-3) and two Budget Assistants (one General Service (Other level) and one Field Service). Reporting to the Chief Administrative Officer are three Regional Administrative Officers (Field Service).

Administrative Services

	USG – ASG	D-2 – D-1	P-5 – P-4	P-3 – P-1	Field Service	General Service	Security Service	Total International	National staff*	United Nations Volunteers	Total
Proposed	—	—	8	18	27	10	—	63	55	20	138

* Includes one National Officer.

64. The Office of Administrative Services, headed by a Chief of Administrative Services (P-5), is responsible for the planning, coordination and delivery of administrative services in support of the substantive civilian, military and civilian police personnel of the mission, comprising financial services, human resources administration and management, the acquisition of goods and services for the Operation, contracts management, and medical and general services. The Administrative Services comprise the Finance, Personnel, Procurement, Medical and the General Services Sections. The Office is supported by an Administrative Assistant (General Service (Other level)) and an Administrative Clerk/Language Assistant (national General Service staff).

65. Reporting directly to the Chief of Administrative Services are the Chief Training Officer (P-4), supported by four Training Officers (one P-3, two United Nations Volunteers and a National Officer) and three Training Assistants (national General Service staff), a Staff Counsellor (P-4), supported by an Assistant Staff Counsellor (United Nations Volunteer) and an Administrative Assistant (national General Service staff), as well as a United Nations Volunteer Programme Manager supported by two United Nations Volunteers.

66. The Finance Section, headed by a Chief Finance Officer (P-4), is responsible for establishing and maintaining financial controls, administering mission accounts, the disbursement of funds in settlement of vendors' and suppliers' invoices and staff travel claims, the national General Service staff payroll, the payment of the mission subsistence allowance and other entitlements to the mission's international staff and military and civilian police personnel, and the administration of the mission's bank accounts. The Section also comprises nine international staff (three P-3, one P-2, four Field Service and one General Service (Principal level)), three United Nations Volunteers and seven national General Service staff.

67. The Personnel Section, headed by a Chief Civilian Personnel Officer (P-4), is responsible for recruiting and administering national staff, as well as for administering the entitlements of the international civilian and police personnel. The Section also comprises 10 international staff (three P-3, six Field Service and one General Service (Other level)), two United Nations Volunteers and six national General Service staff.

68. The Procurement Section, headed by a Chief Procurement Officer (P-4), is responsible for the local and international procurement of goods and services for the Operation, for developing procurement sources and maintaining a roster of vendors, conducting market surveys and monitoring the implementation of contracts. The Section also comprises nine international staff (three P-3 and six Field Service), three United Nations Volunteers and six national General Service staff.

69. The Medical Section, headed by a Chief Medical Officer (P-4), is responsible for the coordination and delivery of integrated civilian-military medical services,

organizes medical care, health maintenance and preventive medical treatment of all ONUB personnel, coordinates medical and casualty evacuations within and outside the mission area, plans for medical contingencies and provides for the inspection of contingent-owned and operated medical facilities. The Section also comprises four international staff (one P-3 and three Field Service), one United Nations Volunteer and seven national General Service staff.

70. The General Services Section, headed by a Chief General Services Officer (P-4), is responsible for the processing of claims and property survey cases, receiving and inspecting equipment and for travel arrangements and visa services, mail/pouch operations, documents reproduction services, and the registry and electronic archives. The Section also comprises 21 international staff (four P-3, two P-2, eight Field Service and seven General Service (Other level)), five United Nations Volunteers and 23 national General Service staff.

Integrated Support Services

	USG – ASG	*D-2 – D-1*	*P-5 – P-4*	*P-3 – P-1*	*Field Service*	*General Service*	*Security Service*	*Total international*	*National staff*	*United Nations Volunteers*	*Total*
Proposed	—	—	9	26	78	13	—	126	202	71	399

71. The Office of Integrated Support Services, headed by a Chief of Integrated Support Services (P-5) is responsible for the planning, coordination, administration and management of the mission's integrated logistical and technical support to the substantive, civilian, military and civilian police personnel of ONUB. The Integrated Support Services are a fully integrated entity, in which military and civilian staff are located and work together at all levels. The Integrated Support Services comprise the Office of the Chief, the Joint Logistics Operations Centre and the Supply, Engineering, Communications and Information Technology, Movement Control, Transport and Aviation Sections, as well as the Contingent-owned Equipment Verification and the Geographical Information Systems Units.

72. The immediate Office of the Chief of the Integrated Support Services comprises a Deputy Chief (P-4), an Administrative Officer (P-3), two Administrative Assistants (General Service (Other level), one United Nations Volunteer, one secretary (national General Service staff) and one driver (national General Service staff), and includes the Contingent-owned Equipment Verification Unit. The Unit is headed by a Chief (P-3), who conducts contingent-owned equipment arrival, periodical and repatriation inspections and verifications, produces inspection, verification and contingent self-sustainment reports and maintains databases, and arranges for the training of contingent personnel in the United Nations contingent-owned equipment policies and procedures. The Unit also comprises three international staff (two Field Service and one General Service (Other level)) and six United Nations Volunteers.

73. The Joint Logistics Operation Centre, headed by a Chief Logistics Officer (P-4), is responsible, through integrated military-civilian structures, for the provision of support to the deployment, redeployment and sustainment of military contingents and civilian personnel deployed in the mission area, and serves as a focal point for coordinating logistics operations between ONUB and the humanitarian development community in Burundi. The Joint Logistics Operation Centre comprises 10 international staff (four P-3, five Field Service and one General

Service (Other level)), three United Nations Volunteers and five national General Service staff.

74. The Engineering Section, headed by a Chief Engineer (P-4), is responsible for the planning of engineering work in the mission area, implementation of construction and buildings and facilities refurbishment projects, supervision of the implementation of contractual engineering work, maintenance of the mission's office premises and accommodation facilities, and administration of engineering stores and supplies. The Section includes the Geographical Information Systems Unit (one P-3, two Field Service, three United Nations Volunteers and two national General Service staff) and also comprises 20 international staff (six P-3, one P-2, 10 Field Service and three General Service (Other level)), 25 United Nations Volunteers and 57 national General Service staff.

75. The Supply Section, headed by a Chief Supply Officer (P-4), is responsible for the implementation of the Operation's expendable and non-expendable commodities supply programme, administration and replenishment of specialized stores, general supplies, aviation and diesel fuel, gasoline, oil and lubricants, drinking and bulk water and rations, and warehousing and distribution of supplies throughout the mission area. The Section also comprises 23 international staff (six P-3, 12 Field Service and five General Service (Other level)), one United Nations Volunteer and 31 national General Service staff.

76. The Communication and Information Technology Section, headed by the Chief Communications and Information Technology Officer (P-4), is responsible for the installation, operation and maintenance of the communications infrastructure and systems throughout the mission area, inclusive of very small aperture terminal (VSAT) systems, telephone exchanges, repeaters and transmitters, microwave links and radio studios and relays, operation, maintenance and repair of the Operation's information technology networks and infrastructure, application development, networks security, access control and data integrity, applications and database systems administration, user support and training. The Section also comprises 21 international staff (two P-3 and 19 Field Service), 14 United Nations Volunteers and 26 national General Service staff.

77. The Movement Control Section, headed by a Chief Movement Control Officer (P-4), is responsible for the air, sea and surface cargo and personnel movement requirements, the deployment, rotation and repatriation of military contingents, contingent-owned and United Nations-owned equipment, personal effects of civilian personnel to/from and within the mission area, customs clearance including dangerous goods, and administering the movement of civilian and military personnel in the mission area, passenger and cargo handling and storage operations. The Section also comprises eight international staff (one P-2 and seven Field Service), six United Nations Volunteers and 18 national General Service staff.

78. The Transport Section, headed by a Chief Transport Officer (P-4), is responsible for the planning, organization and control of the Operation's vehicular transportation services; the maintenance and repair of the Operation's vehicle fleet and operation of vehicle workshops; allocation and distribution of vehicles; formulation and implementation of road safety standards and procedures and maintenance guidelines; management of spare parts stores and supplies and provision of dispatch services. The Section comprises 21 international staff (one

P-3, 18 Field Service and two General Service (Other level)), 11 United Nations Volunteers and 59 national General Service staff.

79. The Aviation Section, headed by a Chief Aviation Officer (P-4), is responsible for the planning and coordination of the utilization of the Operation's six helicopters provided under the letter-of-assist arrangements, development and implementation of aviation standard operating procedures, air terminal operations, surveys and assessment of the remote sites airfields and helicopter landing zones, provision of threat assessment and aeronautical and meteorological information to aircrews; liaison with national aviation authorities and provision of flight clearances and flight following. The Section also comprises five international staff (two P-3 and three Field Service), one United Nations Volunteer and two national General Service staff.

III. Analysis of resource requirements[1]

	Cost estimates
Military observers	**$9 057.2**

80. Provision of $9,057,200 under this heading reflects requirements with respect to the mission subsistence allowance, travel costs and death and disability compensation. It takes into account 59 military observers on the ground as of 1 July 2004 and is based on the projected phased deployment of the additional 141 military observers by December 2004 for a total authorized strength of 200 military observers. Requirements for mission subsistence allowance reflect a 5 per cent delayed deployment factor.

	Cost estimates
Military contingents	**$129 499.3**

81. Provision of $129,499,300 under this heading reflects requirements with respect to troop and contingent-owned equipment reimbursement costs, emplacement and rotation of contingent personnel, daily and recreational leave allowances, death and disability compensation, as well as rations and freight costs related to the deployment of contingent-owned equipment.

82. It is based on the military contingents projected deployment schedule and takes into account 2,442 troops on the ground as of 1 July 2004 and the phased deployment during the budget period of 3,008 military contingent personnel, including 125 staff officers. A 3 per cent delayed deployment factor has been applied, where applicable, to the cost estimates.

	Cost estimates
Civilian police	**$4 835.2**

83. Provision of $4,835,200 under this heading reflects requirements with respect to mission subsistence allowance, travel costs, clothing allowance and death and disability compensation. The estimated requirements are based on the projected phased deployment of the authorized strength of 120 civilian police personnel, with the full strength attained in January 2005. A 5 per cent delayed deployment factor has been applied to the computation of mission subsistence allowance costs.

	Cost estimates
International staff	**$43 918.8**

84. Provision of $43,918,800 under this heading reflects requirements with respect to international staff salaries, staff assessment and common staff costs, including hazardous duty station allowance and mission subsistence allowance. It is based on the phased deployment of the proposed strength of 403 international staff, with 87

[1] Resource requirements are expressed in thousands of United States dollars.

staff deployed as of 1 July 2004 and full deployment attained in February 2005. The cost estimates have been adjusted by the application of a 20 per cent delayed recruitment factor.

85. International staff costs have been computed based on the New York standard salary scale in respect of 30 per cent of the proposed posts. Staff costs for the remaining 70 per cent of posts are based on salary scales for appointments of limited duration, in respect of which common staff costs have been computed at 60 per cent of the standard costs.

	Cost estimates
National staff	$4 563.8

86. Provision of $4,563,800 under this heading reflects requirements with respect to national staff salaries, staff assessment and common staff costs, including hazardous duty station allowance. It is based on the projected phased deployment of 423 national staff including 56 National Officers with 34 national staff deployed as at 1 July 2004 and full deployment projected for March 2005. The requirements for national staff costs are based on the established national staff salary scales for national General Service staff and National Officers and have been adjusted by a 10 per cent delayed recruitment factor.

	Cost estimates
United Nations Volunteers	$5 446.5

87. Provision of $5,446,500 under this heading is based on the projected phased deployment of 172 United Nations Volunteers, with two volunteers deployed as at 1 July 2004 and full deployment to be attained in March 2005. It also reflects a 5 per cent delayed deployment factor.

	Cost estimates
General temporary assistance	$441.2

88. Provision of $441,200 under this heading reflects requirements with respect to the provision of support for seven Implementation Monitoring Committee meetings and for the hiring locally of 46 Language Assistants at a cost of $500 per person-month for 10 months to support non-francophone military contingents.

	Cost estimates
Consultants	$505.6

89. Provision of $505,600 under this heading covers requirements pertaining to the engagement of consultants for the Operation's training programmes (including people management, competency-based interviewing and performance management, project management, media and communications, work planning, supervisory skills, information technology, cultural awareness and negotiation and conflict resolution), as well as for the hiring locally of language teachers to improve the French language skills of civilian personnel. The provision also reflects requirements with respect to

the engagement of 11 international and 5 national consultants for a total of 24 person-months to assist the Independent Electoral Commission in the planning and preparation of elections, and the Commission Nationale pour la Réintegration des Sinistrés in developing a national reintegration strategy, and to conduct research and raise public awareness of gender-related issues.

	Cost estimates
Official travel	$1 685.4

90. Provision of $1,685,400 under this heading reflects requirements for official travel costs, including travel of the Special Representative of the Secretary-General and senior staff for political consultations and meetings and travel of New York Headquarters staff to Burundi for providing support on various aspects of the peace process and logistical and administrative assistance to the Operation, as well as travel in connection with Implementation Monitoring Commission meetings. With respect to training-related travel, requirements reflect provision for the training of ONUB personnel in areas such as supervisory skills, communications and information technology, air operations and aviation safety, engineering, transport, personnel administration, finance and budget.

	Cost estimates
Facilities and infrastructure	$66 348.8

91. Provision of $66,348,800 under this heading reflects requirements for the acquisition of prefabricated facilities and infrastructure, bridges, generators, water purification systems, water and septic tanks, fuel tanks and pumps, refrigeration, water purification, security and safety equipment, as well as office furniture and equipment. The above provision also includes the estimated requirements for the local procurement of supplies and materials, maintenance, construction and alteration services, rental of premises for the Operation headquarters, the logistics base, warehouses in Burundi and in the United Republic of Tanzania and greenfield sites for military personnel accommodation, as well as for the reimbursement of self-sustainment costs. Included in the provision is an amount of $2,107,400 for the replenishment of the strategic deployment stocks for equipment and supplies to be transferred to the Operation.

	Cost estimates
Ground transportation	$16 623.5

92. Provision of $16,623,500 under this heading reflects requirements for the acquisition of vehicles for the establishment of the Operation's fleet, including material handling, engineering and airfield support vehicles, and reflects requirements with respect to the rental of vehicles pending delivery of new vehicles, repairs and maintenance, liability insurance, spare parts and diesel fuel, oil and lubricants. Included in the provision is an amount of $7,801,300 for the replenishment of strategic deployment stocks for ground transportation equipment to be transferred to the Operation.

	Cost estimates
Air transportation	**$13 730.4**

93. In order to support military operations, including deployment of a quick response force, provide for medical and casualty evacuations, and transport personnel and cargo, ONUB would establish a fleet of six helicopters provided under the letter-of-assist arrangements.

94. Provision of $13,730,400 under this heading reflects requirements for the aircraft positioning, painting and rental costs, operating costs (aviation fuel, oil and lubricants, liability insurance and aircrew subsistence allowance), equipment and supplies, landing fees and ground handling charges.

	Cost estimates
Naval transportation	**$408.1**

95. Provision of $408,100 under this heading reflects requirements for the rental of space on a freight vessel, including costs for insurance and fuel for the transportation of around 50 sea containers per week between the port of Kigoma (Tanzania) and Bujumbura, as well as for fuel and lubricants for six military patrol boats on Lake Tanganyika.

	Cost estimates
Communications	**$18 973.4**

96. Provision of $18,973,400 under this heading reflects requirements with respect to the acquisition of communications equipment in order to establish the Operation's communications network. It includes requirements for the satellite, VHF and HF radio equipment, microwave and rural telephone links, as well as requirements with respect to commercial communications, maintenance, spare parts and specialized technical support services. The above provision includes the estimated requirements for the reimbursement of self-sustainment costs, as well as an amount of $2,868,600 for the replenishment of strategic deployment stocks for various items of communication equipment to be transferred to the Operation.

	Cost estimates
Information technology	**$5 794.7**

97. Provision of $5,794,700 under this heading reflects requirements for the acquisition of information technology equipment and software, including Geographic Information System hardware and software, the related supplies and services, as well as workshop and test equipment, spare parts and specialized technical support services. Included in the provision is an amount of $809,300 for the replenishment of SDS for equipment and supplies to be transferred to the Operation.

	Cost estimates
Medical	$3 370.5

98. Provision of $3,370,500 under this heading reflects requirements with respect to the acquisition of supplemental ambulance and emergency medical equipment and trauma kits, medical supplies and medical services, including external consultations, laboratory services and hospitalization costs outside of the mission area, as well as the estimated requirements for the reimbursement of self-sustainment costs.

	Cost estimates
Special equipment	$2 303.0

99. Provision of $2,303,000 reflects requirements with respect to the reimbursement of troop-contributing countries for self-sustainment costs, as well as for the acquisition of observation equipment and night vision devices for military observers and civilian police personnel.

	Cost estimates
Other supplies, services and equipment	$4 668.6

100. Provision of $4,668,600 under this heading reflects requirements with respect to freight and related costs, and the acquisition of various items of equipment, as well as supplies, uniforms, flags and decals, bank charges and training fees.

	Cost estimates
Quick-impact projects	$1 000.0

101. ONUB would support the efforts of the humanitarian community through the implementation of quick-impact projects to promote and facilitate the United Nations peacekeeping efforts in Burundi. Projects would primarily focus on public sanitation, provision of medical equipment and supplies, repair of hospitals, medical facilities and basic community infrastructure, enhancement of water purification facilities, rehabilitation of school buildings and provision of basic school furniture and supplies, as well as support of vaccination campaigns.

IV. Actions to be taken by the General Assembly

102. The actions to be taken by the General Assembly in connection with the financing of ONUB are:

(a) Appropriation of the amount of $333,174,000 for the maintenance of the Operation for the period from 1 July 2004 to 30 June 2005, inclusive of the amount of $106,334,600 for the period from 1 July to 31 October 2004 previously authorized by the General Assembly under the terms of its resolution 58/312 of 18 June 2004;

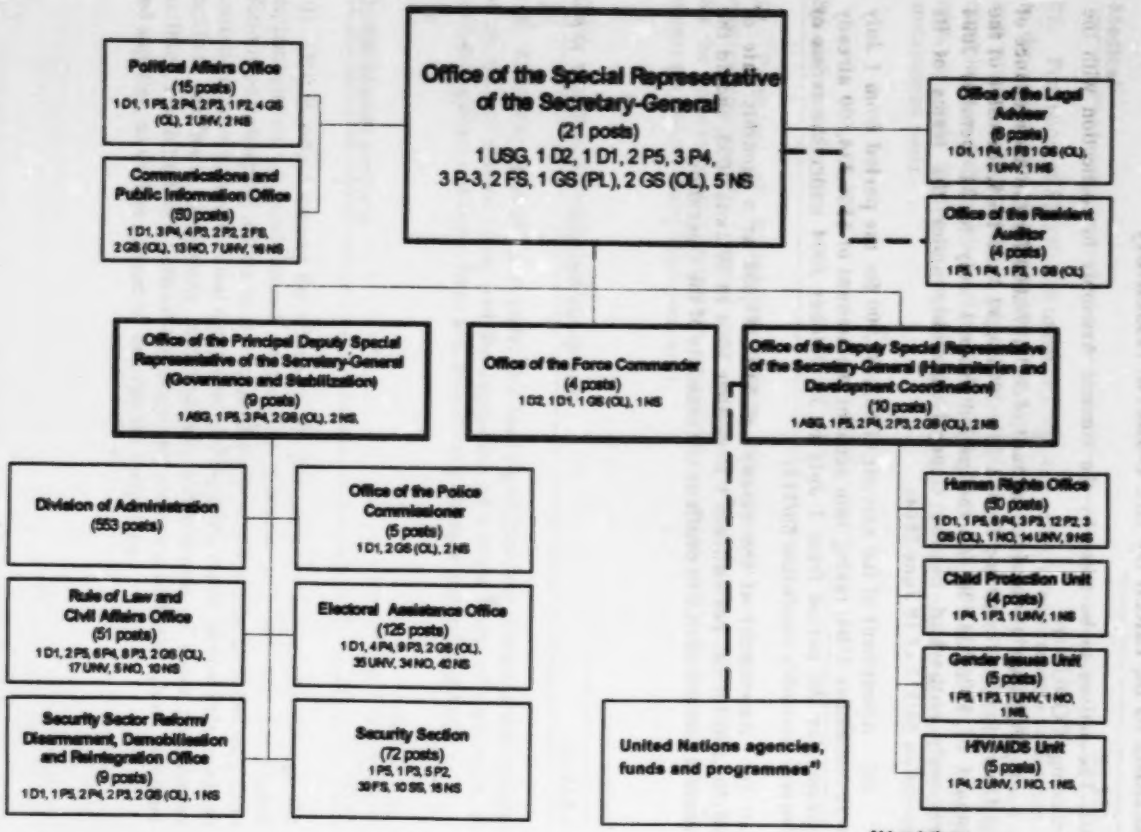
(b) Assessment of the amount of $32,487,900 for the period from 1 July to 30 November 2004, taking into account the amount of $106,334,600 already assessed for the period from 1 July to 31 October 2004 under the terms of General Assembly resolution 58/312;

(c) Assessment of the amount of $194,351,500 at a monthly rate of $27,764,500 for the period from 1 December 2004 to 30 June 2005, should the Security Council decide to continue the mandate of the Operation.

Annex

Organization chart

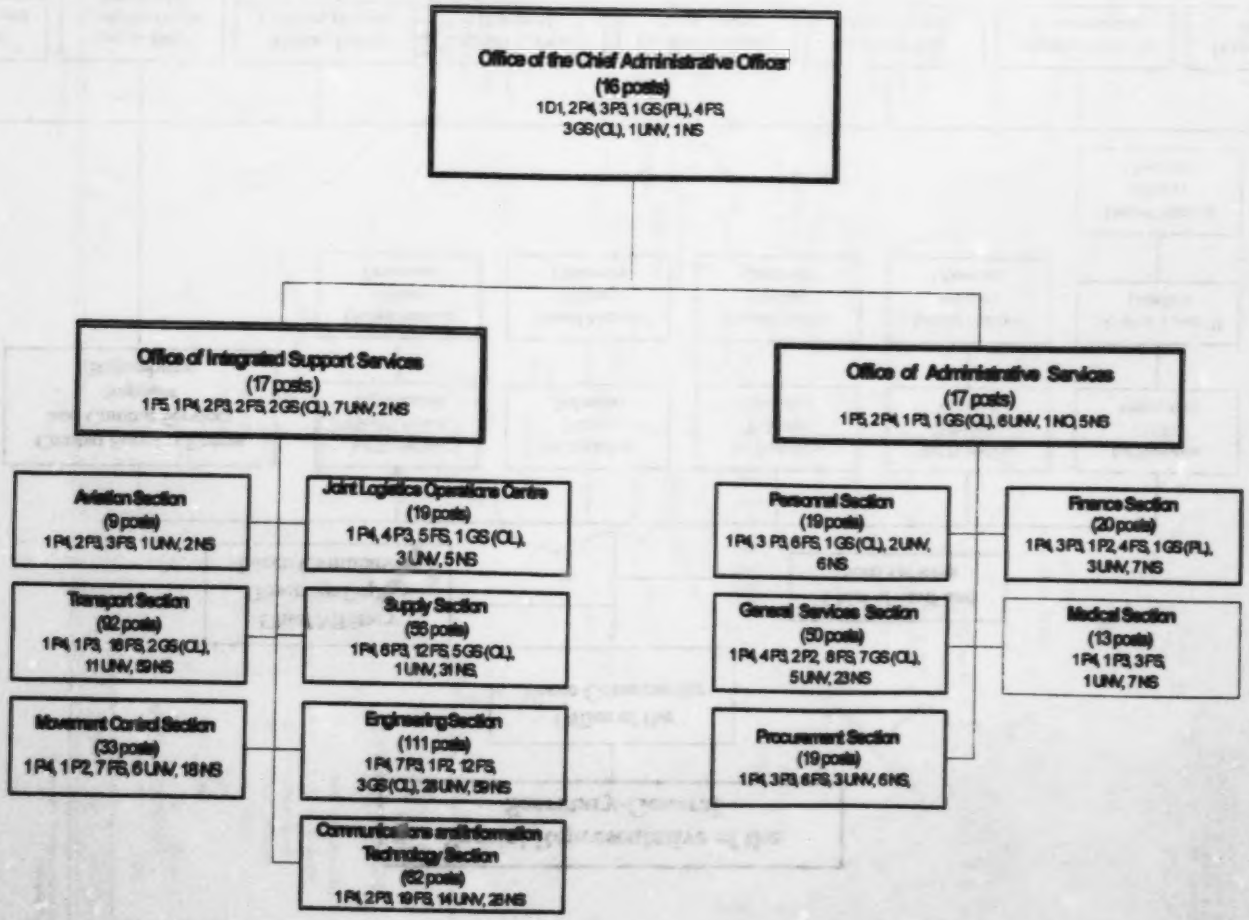
A. Substantive offices


Political Affairs Office
(15 posts)
1 D1, 1 P5, 2 P4, 2 P3, 1 P2, 4 GS (OL), 2 UNV, 2 NS
Communications and Public Information Office
(30 posts)
1 D1, 3 P4, 4 P3, 2 P2, 2 FS, 2 GS (OL), 13 NO, 7 UNV, 16 NS
Office of the Special Representative of the Secretary-General
(21 posts)
1 USG, 1 D2, 1 D1, 2 P5, 3 P4, 3 P-3, 2 FS, 1 GS (PL), 2 GS (OL), 5 NS
Office of the Legal Adviser
(6 posts)
1 D1, 1 P4, 1 P3 1 GS (OL), 1 UNV, 1 NS
Office of the Resident Auditor
(4 posts)
1 P5, 1 P4, 1 P3, 1 GS (OL)
Office of the Principal Deputy Special Representative of the Secretary-General (Governance and Stabilization)
(9 posts)
1 ASG, 1 P5, 3 P4, 2 GS (OL), 2 NS
Office of the Force Commander
(4 posts)
1 D2, 1 D1, 1 GS (OL), 1 NS
Office of the Deputy Special Representative of the Secretary-General (Humanitarian and Development Coordination)
(10 posts)
1 ASG, 1 P5, 2 P4, 2 P3, 2 GS (OL), 2 NS
Division of Administration
(553 posts)
Office of the Police Commissioner
(5 posts)
1 D1, 2 GS (OL), 2 NS
Rule of Law and Civil Affairs Office
(51 posts)
1 D1, 2 P5, 6 P4, 6 P3, 2 GS (OL), 17 UNV, 5 NO, 10 NS
Electoral Assistance Office
(125 posts)
1 D1, 4 P4, 9 P3, 2 GS (OL), 35 UNV, 34 NO, 40 NS
Security Sector Reform/ Disarmament, Demobilization and Reintegration Office
(9 posts)
1 D1, 1 P5, 2 P4, 2 P3, 2 GS (OL), 1 NS
Security Section
(72 posts)
1 P5, 1 P3, 5 P2, 39 FS, 10 SS, 15 NS
United Nations agencies, funds and programmes[a]
Human Rights Office
(30 posts)
1 D1, 1 P5, 6 P4, 3 P3, 12 P2, 3 GS (OL), 1 NO, 14 UNV, 9 NS
Child Protection Unit
(4 posts)
1 P4, 1 P3, 1 UNV, 1 NS
Gender Issues Unit
(5 posts)
1 P5, 1 P3, 1 UNV, 1 NO, 1 NS
HIV/AIDS Unit
(5 posts)
1 P4, 2 UNV, 1 NO, 1 NS

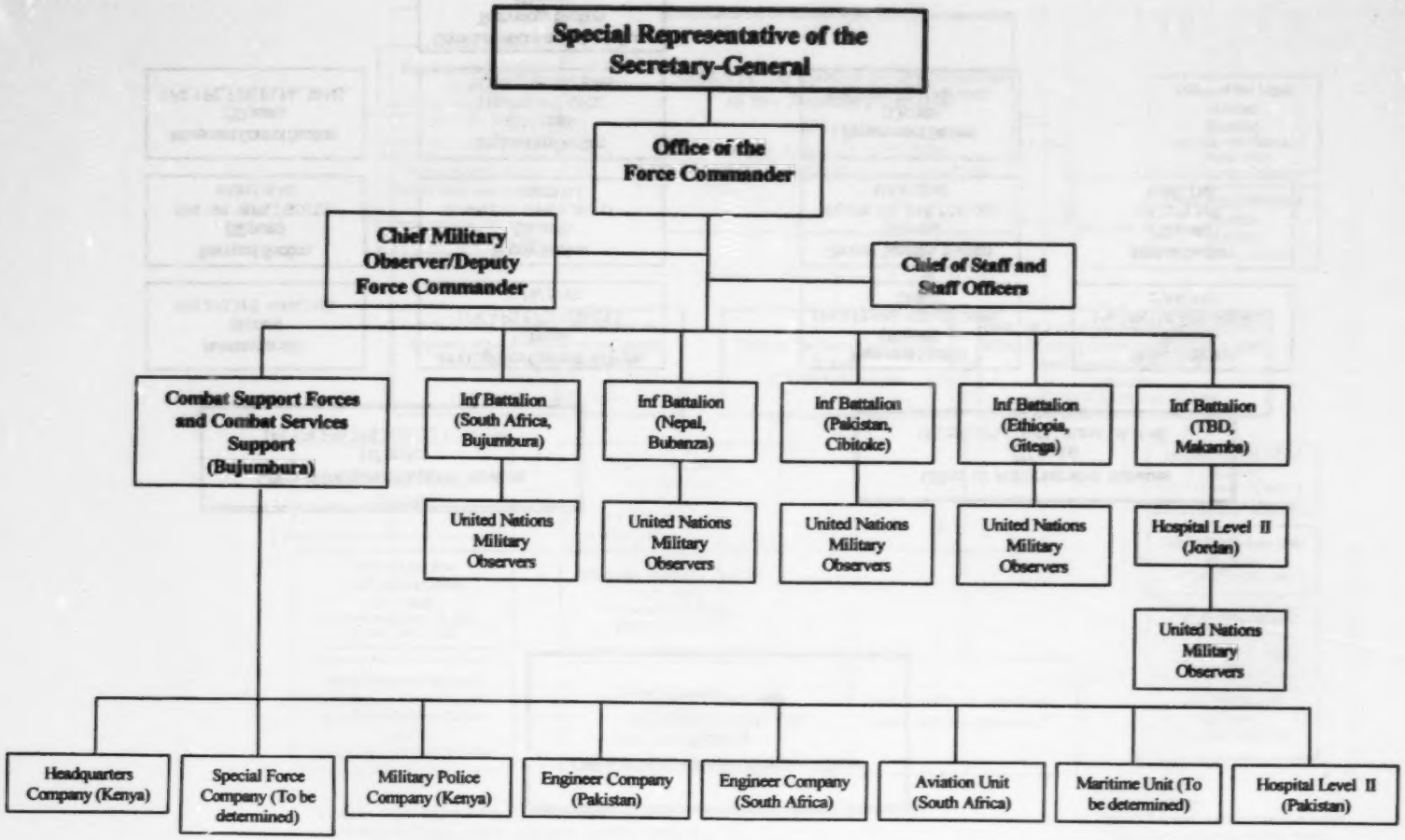
[a] Includes FAO, ILO, the Office for the Coordination of Humanitarian Affairs, UNDP, UNESCO, UNFPA, UNHCR, UNICEF, UNIDO, WFP, WHO and the World Bank.

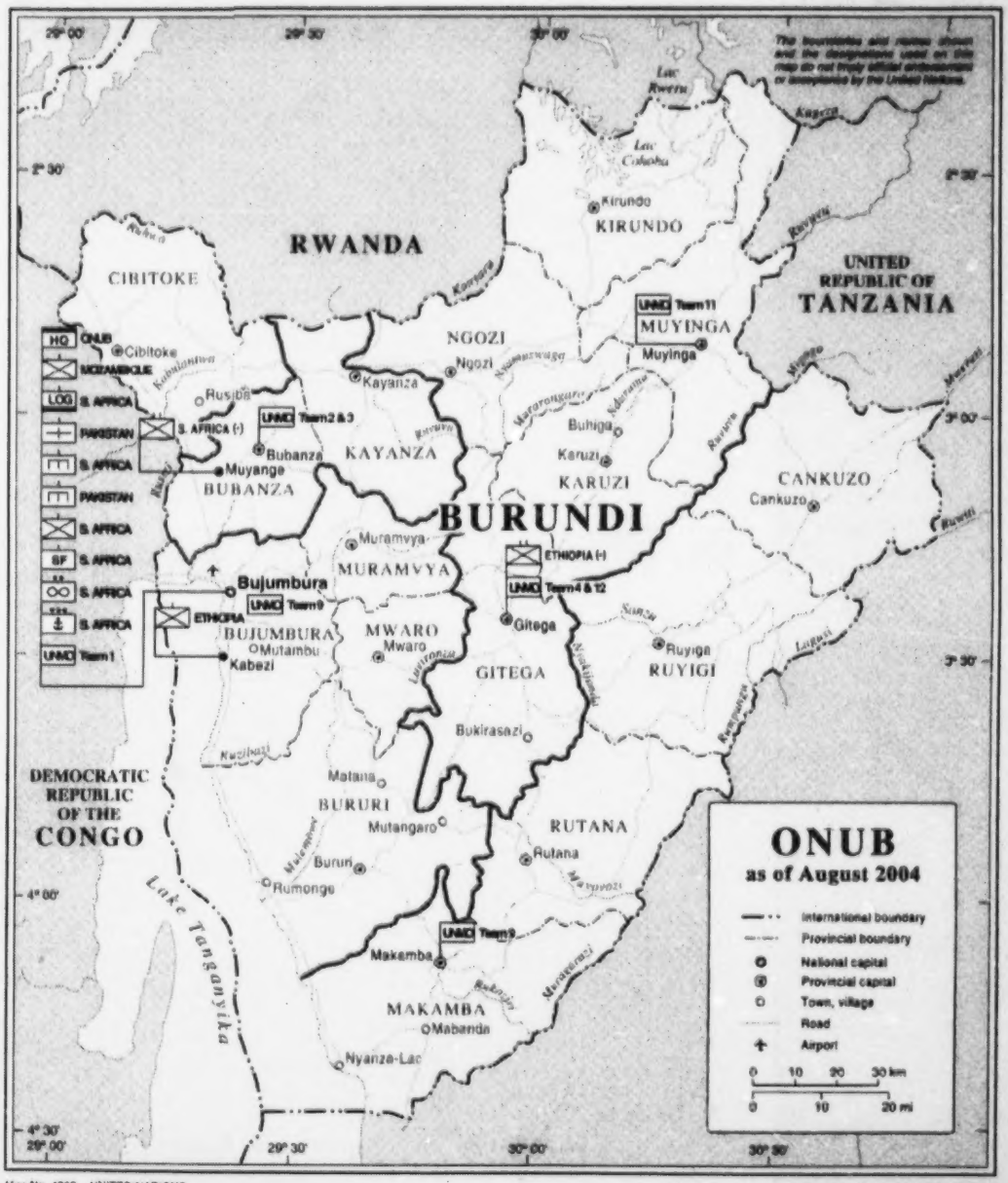
Abbreviations:
FS-Field Service;
GS(PL)-General Service (Principal level);
GS(OL)-General Service (Other level);
UNV-United Nations Volunteers;
NO-National Officer;
NS-National General Service staff

B. Administrative offices



C. Military component


Special Representative of the Secretary-General
Office of the Force Commander
Chief Military Observer/Deputy Force Commander
Chief of Staff and Staff Officers
Combat Support Forces and Combat Services Support (Bujumbura)
Inf Battalion (South Africa, Bujumbura)
Inf Battalion (Nepal, Bubanza)
Inf Battalion (Pakistan, Cibitoke)
Inf Battalion (Ethiopia, Gitega)
Inf Battalion (TBD, Makamba)
United Nations Military Observers
United Nations Military Observers
United Nations Military Observers
United Nations Military Observers
Hospital Level II (Jordan)
United Nations Military Observers
Headquarters Company (Kenya)
Special Force Company (To be determined)
Military Police Company (Kenya)
Engineer Company (Pakistan)
Engineer Company (South Africa)
Aviation Unit (South Africa)
Maritime Unit (To be determined)
Hospital Level II (Pakistan)



Map No. 4222 UNITED NATIONS
August 2004

Department of Peacekeeping Operations
Cartographic Section